



ERBAN | Winter 2026 Vol 40 Issue 1

/REPORT

EXECUTIVE UPDATES

Pg. 4

EVOLUTION OF THE ERBAN REPORT

Pg. 16

A CLASSIC THAT KEEPS DELIVERING

Pg. 46

50 YEARS IN THE DRIVER'S SEAT

Pg. 52



4	Executive Updates
13	Dayforce Learning
14	WLA
15	Highway to Health
16	The Evolution of the Erban Report
18	Brain Break
19	Company Awards
20	Driving Success
22	Terminal Updates
39	Good Cheer Club
40	Events and Special Days
42	Employee Retirements
44	BBQs
45	Golf Tournament
46	Truck 381
50	Driver Safety Recognition
52	50 Years in the Driver's Seat
54	Employee Profiles
56	Erb on the Go

CONTENTS





WENDELL'S MESSAGE



WENDELL ERB
Chief Executive Officer

Tales from the road

My last trip to the US was to Jonestown, PA, and a return load from Vineland, NJ. I had not been in South Jersey for 25 to 30 years. Coming home, I had a few routes to choose from. I could cut across PA through Lancaster over to Harrisburg, but the shortest route was through Philadelphia. I have bad memories of the Walt Whitman Bridge and the Schuylkill Expressway, so I decided to try the Benjamin Franklin Bridge instead. I guess I didn't look closely enough at my map because I-676 takes you right through downtown Philly. There are even two traffic lights at the base of the bridge on the Philly side. I was ahead of rush hour, but it was still slow going.

Eventually, I made it up to the PA Turnpike Northeast Extension, and it was smooth sailing after that. The PA Turnpike opened in 1940 and was considered America's first superhighway.

Fun fact about the PA Turnpike: there is no gradient steeper than 3% on the entire network, which explains why some of the pulls go on for three-plus miles. It's also why there are so many tunnels on the PA Turnpike.

The most interesting surprise on my trip came when I checked my junk drawer above my fridge in the truck: I found a packaged Rice Krispies square, and the package was open. Upon closer inspection, I found that two whole granola bars had been eaten. My next thought was, where are the buggers? Normally, mice leave a trail wherever they go, but there was no evidence left in the drawer. I just hope the little buggers fell out on the Turnpike somewhere. *Has anyone else had a mouse in their truck?*

Navigating challenging winter conditions

This winter's weather has truly put us to the test, but our yard crews have worked tirelessly around the clock to keep our lots clear and accessible. Our mechanics have remained dedicated to ensuring the fleet runs smoothly, while the Operations Team expertly manages late freight, appointment rescheduling, and any unexpected hurdles. Most importantly, our drivers continue to face the worst of the conditions, navigating hazardous roads with professionalism and care. Overall, we have done a good job of avoiding problems, but when we have not, a single factor has led to our incidents: excessive speed.

I have a couple of words of advice. First, no load is more important than arriving safely. If you believe it is not safe to drive, find a safe place to park until it is safe to proceed. Secondly, when conditions deteriorate, and you are on the road, slow down to a safe speed so you can react to reduced visibility, reduced traction, or fellow motorists who may not be as skilled as you are navigating these conditions. Lastly, when I approach driving through a city in heavy traffic, I turn my radio volume down or off. I know I need my senses at 100% in stressful driving situations. The same goes for cell phones; you can't be driving through a snowstorm and talking on the phone.

By the time you read this, winter will almost be over. I hope you had a good Christmas and New Year. All the best and see you on the road!



PRESIDENT'S MESSAGE



GREG TUCKWELL
President & Chief Operating Officer

Greetings to all Erbanites,

The Erb Group continues to adapt and evolve on its journey to increased prosperity. This is particularly important as we navigate a challenging macro environment, including an unusually cold and snowy start to the year and significant ongoing structural changes. While time remains at a premium, I recognize the value of strengthening communication across the company and will provide more regular updates moving forward to help keep everyone informed and connected.

With this in mind, meaningful innovations continue to take hold across many of the company's Corporate functions. We're pleased to welcome our new Vice President of Fleet Maintenance, Ajmal Kurreembukus (AJ), whose leadership is advancing our fleet operations through data-driven decision-making. In addition, precision analytics from the Revenue Team now help operations directly link decisions

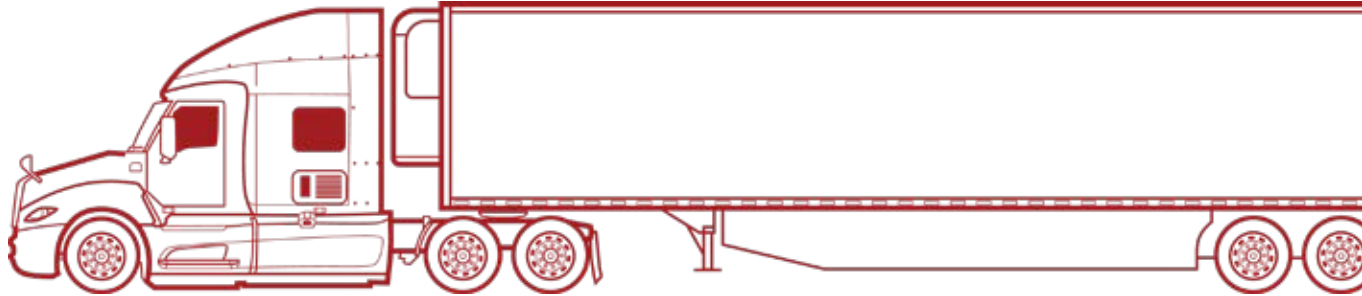
to financial outcomes, while IT's ongoing automation projects are streamlining and improving company processes. These and other ongoing initiatives are already delivering significant results.

While changes like these continue to strengthen Erb's financial health, I also want to ensure we continue to recognize our dedicated, positive-minded team members, who are the heart of our competitive advantage and the reason we remain a preferred transportation provider. Our recent cost-of-living wage increase demonstrates the company's commitment to supporting our staff, even through challenging economic times. In 2026, we're also introducing more structured job performance feedback, with a focus on open, positive, and constructive communication across leadership and their respective teams.

Truckload updates

With approximately 200 drivers across four distinct operating boards, each Erb truckload team has navigated unique challenges over the past twelve months. Their progress has varied, shaped by each division's financial performance in 2025.

Early last year, concerns about revenue quality in **Local Truckload** freight led to significant rate increases for many



lanes. Historically, Erb's Trenton, Baden, and Montreal facilities used a mileage-based pricing model rather than one that reflected the actual time required to perform the load. Over the past 18 months, the Revenue and Sales Teams have worked closely with each terminal to understand client needs, address operational challenges, and ensure rates better align with customer needs.

The Linehaul Board, established to handle consolidated LTL loads nightly between terminals, previously struggled with excessive empty miles. During last fall's annual Lactalis truckload bid, the fleet seized the opportunity to submit its own competitive rates, directly addressing these inefficiencies. As a result, they now haul approximately 40 loads per week, efficiently utilizing the fleet's fixed costs and improving overall productivity.

The Short-haul Board has faced similar challenges with revenue quality. In 2025, discovery efforts identified its primary role as a backup provider for vendors when lower-priced competitors failed to deliver consistent service. Over the past 12 months, significant rate increases, though resulting in reduced volume, were necessary to offset the higher operating costs inherent to the Board's just-in-time operations. Despite these challenges, we remain confident in the Board's long-term value proposition.

The largest of the four truckload fleets, **Long-haul**, operates within North America's most challenging trucking market. The cross-border, one-way truckload sector continues to suffer from too many carriers chasing too little freight. As the recession enters its third year in 2026, the fleet is aggressively seeking cost savings, building off of last year's progress. In addition, enhanced sales initiatives, improved weekly forecasting, and a cultural shift that allows Board Planners to decline unbalanced load tenders are all driving stronger financial performance as the team awaits better macro market conditions.

Cold Solutions

Our **Cold Solutions** division consistently achieves exceptional profit margins relative to revenue, driven by a strong entrepreneurial spirit and innovative growth strategies. The Expedite team's primary revenue source is now home delivery, while dedicated routes from Loblaw and other clients provide steady, full-time work for many drivers. Both cold storage facilities in Southwestern Ontario deliver strong results and remain resilient, even in volatile market conditions. We remain highly optimistic about their continued relevance and performance in the years ahead.

Continued on next page.

PRESIDENT'S MESSAGE *cont.*

Less-Than-Truckload

Accounting for nearly 70% of Erb's total revenue, our three LTL models are refining their competitive advantages as they push to improve their bottom lines.

In the past year, the **Western Canadian** team has successfully achieved profitability with its operating model. Their current focus is on expanding in the high-touch freight market, competing with the slower, lower-cost, and less reliable railways that dominate the westbound LTL sector in Canada. For 2026, top priorities include increasing westbound load factors and improving revenue quality on eastbound backhauls to support these higher shipment volumes.

The US LTL group is on solid financial footing and is poised to further strengthen its performance in 2026. By sharpening its focus on southbound routing efficiency and resecuring key freight volumes, the team is well positioned to build on its early success.

Central Canadian LTL, representing nearly 80% of total LTL revenue, is essential to The Erb Group's financial stability. The model, which manages approximately 1,600 shipments daily, is guided by three core priorities: ensuring revenue quality for current operational needs, securing additional volumes from both new and existing customers, and relentlessly identifying and eliminating costs.

A focused initiative in December and January to implement essential rate increases for several hundred clients has yielded early positive results. Furthermore, nearly \$10 million in new business from clients acquired in the past 24 months is generating additional revenue needed to sustain a model with relatively high fixed costs.

For cost control, operational density is the most crucial driver of success. This requires terminals to operate near capacity, with linehaul truckloads averaging 35,000 lbs, along with city routes that consistently meet weight and stop-count targets. I remain highly optimistic about our progress with Central and look forward to growing its success.

Once again, I sincerely thank all our teams across the company. Your dedication and positive attitudes are truly valued. Wishing everyone a safe and successful winter season.





AJMAL KURREEMBUKUS
Vice President of Fleet Maintenance

My vision is to build a fleet operation that sets the standard for reliability, innovation, and excellence in our industry. We'll achieve it by listening to and learning from each other, and by challenging ourselves to think bigger and push further than ever before.

I believe deeply in empowering teams, strengthening our culture of safety, and using data and technology to unlock new levels of performance. Most importantly, I believe in our people and the incredible potential that lies in our collective experience, creativity, and passion. Thank you for welcoming me to the team!

I'm excited for the journey ahead, and I'm confident that together, we will build a fleet operation that not only moves our business forward but also inspires our industry.

My name is Ajmal Kurreembukus, and I'm truly honoured to step into the role of Vice President of Fleet Maintenance at Erb. As I join this incredible team, I'm inspired by the journey that brought us here and energized by the road ahead!

As I transition into this new position, I've taken some time to reflect on what makes this team and organization so special. It is clear that the strength of our company comes from the commitment and collaboration of its people.

Our fleet is more than equipment and operations; it's the heartbeat of how we serve our customers, support our colleagues, and drive our company forward. Every unit on the road represents the dedication, skill, and pride of the people behind it. Together, we have an opportunity to elevate that impact even further.

Get to know Ajmal!

What did you want to be when you were growing up?

A firefighter. Nothing beats a shiny red truck!

What is your favourite cold food or treat?

A Fudge Cookie Sundae.

If you could go on a long-haul drive with any person, past or present, who would you take?

I would choose to take my mother. Her stories, her laughter, even her quiet moments would turn the drive into something more than a trip. It would be a chance to talk about life, to revisit memories, and to make new ones. A long-haul drive with her wouldn't just be about the destination; it would be about appreciating the person who's been a constant through every journey I've taken.

DRIVER SERVICES



RANDY STECKLY
Vice President of Driver Services

As we begin 2026, I want to take a moment to reflect on the past year, one that tested our resolve, our operations, and our character. While we navigated a volatile freight market, 2025 was undeniably a difficult year for our fleet due to a rise in safety incidents.

Last year, we saw a slight increase in the total number of accidents across our divisions. Most distressing was the handful of large-scale collisions that caused significant damage and, more importantly, put lives at risk. These incidents served as a sobering reminder of the immense responsibility we carry every time we hit the road. They impacted our safety ratings and weighed heavily on the morale of our entire team. However, we are choosing to view these setbacks not as a defeat, but as a mandatory call to action to return to our "safety first" roots.

Despite the safety challenges the company faced in 2025, many of you served as the shield that protected our reputation. It is with deep respect and congratulations that I recognize our 2025 Pro-Drive Award winners, who are later highlighted in this report on the **Driver Safety Recognition page**. (pg.50)

Our internal Pro-Drive Program identifies the "best of the best" by measuring exemplary safety performance. This year's recipients are more than just award winners; they are the leaders who maintained great safety records during our most difficult year. Their ability to remain vigilant and disciplined, even as incidents increased around them, is a testament to their professionalism.

Looking ahead, our primary objective this year is to focus on a top-down safety approach that fosters a unified partnership between our Driver Services Team and those of you behind the wheel. We recognize that safety is not a solo effort; it requires a constant feedback loop between the office and the cab.

In 2026, Driver Services is committed to active support and transparency. Our team is stepping up to provide more real-time data and clearer communication. We want to ensure that when you encounter hazardous conditions or equipment concerns, you have an immediate advocate in the office ready to assist. We are working side-by-side with you to identify the root causes of last year's accidents. By treating safety as a shared mission, we can ensure every driver has the tools, the time, and the support needed to return home safely after every trip.

Wishing all a safe and prosperous 2026!



ALYSSA COUVILLON

Vice President of Human Resources

As we reflect on the year passed, I'm reminded once again that Erb's greatest strength has always been its people. No matter how busy our schedules become or how the industry evolves, our commitment to safety, respect, and one another continues to guide how we work every day.

From a Human Resources perspective, it's a privilege to see the dedication our employees bring to their roles every day across the company. Whether you're behind the wheel, in the shop, at a terminal, or supporting operations behind the scenes, the pride you take in your work and the care you show for your coworkers is what keeps Erb moving forward.

Safety is learned together

As we continue to strengthen our health and safety efforts, our commitment to ensuring everyone goes home safely at the end of each day remains unchanged. In November, I had the good fortune of being given a tour by Steve Bryans during my first Health and Safety building inspection at our Highland location. Steve moved effortlessly around corners and through hallways, pointing out details, processes, and safety considerations that only come from years of experience. What could have been a challenging inspection for me became a smooth, informative walkthrough thanks to his knowledge and familiarity with the space. That experience was a powerful reminder that without our tenured employees - those who know our buildings, our equipment, our routes, and our processes inside and out - each of our jobs would be far more challenging. Their experience doesn't just make work more efficient; it makes it safer. The lessons they carry and share help protect all of us.

Building a culture on experience and respect

Culture isn't something we talk about once a year; it's built every day through actions, relationships, and shared responsibility. Moments like my tour of Highland highlight how much our culture depends on people willing to guide, mentor, and support others. This quarter, we've seen many examples of employees stepping up for their coworkers, helping new hires find their footing, sharing knowledge, covering shifts, or simply checking in. These actions may seem small, but they are the foundation of a respectful, collaborative workplace.

Continued on next page.

HUMAN RESOURCES *cont.*

We know our industry can be demanding. Long hours, changing conditions, and time pressures are part of the job. That's why a culture rooted in teamwork, communication, and appreciation matters so much. When people feel supported and respected, it strengthens not only morale but also safety and performance.

Milestones and mentorship

Our workforce is strengthened by both long-serving employees and those new to Erb. Supporting people at every stage of their career remains a priority, from onboarding and training to continued development and leadership growth.

As we look back on 2025 and the early part of 2026, we've also recognized several extraordinary milestones that reflect the depth of experience within our organization. We extend our sincere congratulations to Terry Woody, who retired after 25 years of dedicated service, and Kevin Becker, who concluded an incredible 40-year career with Erb. Together, Terry and Kevin represent 65 years of commitment, professionalism, and steady leadership. While their presence will be missed, their impact will continue to be felt for years to come.

We are also proud to recognize a truly historic milestone. Roger Zehr has become the only employee in Erb's history to reach 50 years of service. That level of commitment is nothing short of remarkable. His legacy is woven into the fabric of Erb, and his example sets a standard that few companies have the privilege of celebrating.

Moments like these remind us why tenure matters, experience matters, and why the knowledge passed from one generation of employees to the next strengthens our culture and keeps safety at the forefront of everything we do.

Looking ahead together

As we move into the next quarter, we remain focused on safety, leveraging experience, and supporting one another. There will always be challenges ahead, but I'm confident in our ability to meet them together. Thank you to everyone who shows up each day committed to working safely, supporting your teammates, and contributing to a workplace built on respect and trust. Your efforts make Erb a safer, stronger, and better place to work.

Stay safe, take care of one another, and let's continue moving forward together!





LEARNING JUST GOT EASIER!

Introducing the new Learning Management System (LMS) on Dayforce!

The LMS is your one-stop destination for all your training, development, and learning needs.

Why check it out?

- Discover new skills and development opportunities
- Easy access to mandatory and optional training
- Track your learning progress
- Earn certifications and badges

Access your LMS

1. Log in to Dayforce
2. Select the **'Dayforce Learning'** widget.
3. Start learning today!

Let's take your growth to the next level!



dayforce

We're here to help!
Contact learning@erbgroup.com
or ext. 2207

Money Left On The Dock

Happy New Year Erb Land!

As the cost of living continues to rise, planning ahead can feel more challenging than ever. Inflation affects not only today's expenses, but also the amount we need to save for the future.

Erb Transport offers an industry-leading savings and benefits program designed to help employees stay on track, build financial security, and make saving easier through convenient payroll deduction and employer support.

Don't Wait, Participate!

The Benefits of the Erb Group Savings Plan:

- Convenient Payroll Deduction
- Employer Contribution
- Tax Advantages
- Professional Management
- Competitive Investment Fees
- Diversification

Staying in Gear for the Long Haul

Worried about market ups and downs? Over the past 5 years, markets have certainly had their moments, including sharper pullbacks in some years and strong rebounds in others.

The good news is that, even with that volatility, balanced investment portfolios similar to those in the Erb Group Savings Plan have produced annualized returns around 6% to 8% over the last five years.

Look Ahead Together

As the economic landscape is always changing, we would be happy to have a conversation to review your Financial and Retirement Plan.

Stay tuned for education & event announcements.

Thanks for bringing food to our tables, Erb!



Scenario: Erb employee: \$60,000 annual salary

RRSP (Registered Retirement Savings Plan)



5 Years

Employee Contribution: \$3,750

Employer Contribution: \$3,750

Tax Savings: \$2,032

You would be leaving \$5,782 on the dock.

(Employer Contributions + Tax Savings)



10 Years

Employee Contribution: \$7,500

Employer Contribution: \$7,500

Tax Savings: \$4,065

You would be leaving \$11,565 on the dock.



15 Years

Employee Contribution: \$11,250

Employer Contribution: \$11,250

Tax Savings: \$6,098

You would be leaving \$17,348 on the dock.

TFSA (Tax-Free Savings Account)



15 Years

Employee Contribution: \$9,000

Employer Contribution: \$9,000

You would be leaving \$9,000 on the dock.

Did you know?

Benefit eligible employees contributing to both RRSP & TFSA over 15 years would receive \$26,348.

MARKETS

TSX +12.89% (5 year annualized returns)

S&P +12.28% (5 year annualized returns)

Gold +17.90% (5 year annualized returns)



Wagner, Livock & Associates
Financial Services Inc.

ErbSavings@wagnerlivock.com

1 (800) 567 - 0822

*RRSP in the Erb Group Savings program is eligible for the Home Buyers Plan (HBP) and Life-Long Learning Plan (LLP). Examples shown are for illustrative purposes only and are not a guarantee of future results. Actual outcomes will vary based on market performance, investment choices, and individual circumstances.



WELLNESS & SAFETY



SUCCESS FOR THE LONG-HAUL

Connie Bingeman - Wellness Specialist

The Wellness Department

We are pleased to introduce our Erb Wellness Department, your dedicated resource for wellness, support and guidance whenever you need it. Including:

- Benefits inquiries
- Workplace Injuries and Medical Leave
- Erb Employee Assistance Program (EAP)
- RRSP, TFSA and Erb's Matched Savings Program
- Support for mental health and well-being

If you have any questions or need support, please contact the Wellness Team at: Wellness@erbgroup.com.

Dayforce Benefits Enrollment is now live!

We're excited to announce that **Benefits** in Dayforce now includes expanded *Life Events* and *Work Events* functionalities. You can enroll in health, dental, and insurance coverage, add or remove dependents, and make other changes directly in Dayforce. Additionally, you can review and update your RRSP, TFSA, and NREG savings plans on the platform.

Did you know?

You can also start voluntary contributions to RRSP, TFSA, or NREG accounts even before reaching three months of service. Once you reach your 3-month, 5-year, and 10-year employment milestones, Dayforce will automatically apply the employer matching contributions to your qualifying accounts.

Winter blues

You're not alone! Winter can take a toll on both physical and mental wellness. Changes in daylight, weather, and routine can impact motivation, mood, and focus. Remember: it's okay to ask for help, support is available year-round, and even small steps can make a big difference!

If you or a family member needs support, Erb's Employee Assistance Program (EAP) offers confidential counselling and resources, available 24/7.

Whatever challenge you're facing, whether it's related to your career, relationships, parenting, or overall well-being, the EAP is here to help. For more information, you can contact Wellness@erbgroup.com or talk to your supervisor.

Together, we can continue to prioritize health, safety, and success throughout the winter season.



THE EVOLUTION OF THE ERBAN REPORT



Original Erban Logo
— 1987



Erban Report September 1987
— Vol. 1 Issue 3

Third iteration of the Erban Report logo



Erban Report Fall 2003
— Vol. 17 Issue 2



Did you know?

Did you know our branding originally had ERB all capitalized? We were commonly asked what the name stood for, as people thought it was an abbreviation. When we switched to our current logo, we changed it to lowercase to show our roots were grounded as a family-owned business.



Winter 2026
— Vol. 40 Issue 1





40TH EDITION

40 editions. Thousands of stories. One community.

Since 1987, the Erban Report has connected our employee community, on the road and at our terminals. Every edition has been shaped by employee stories, photos, milestones, and memorable moments from across our network. Here's to the many memories ahead!

BRAIN BREAK

Find the words below in the puzzle. Words may appear horizontally, vertically, diagonally, and backwards.

E	A	J	Y	T	I	N	U	M	M	O	C	O	S	D
L	H	B	Y	I	T	R	O	P	S	N	A	R	T	T
E	C	W	A	A	I	A	K	P	O	T	C	V	G	E
V	T	A	W	S	E	N	O	T	S	E	L	I	M	A
I	A	E	H	N	T	R	Y	G	X	V	S	F	R	M
R	P	C	G	H	M	P	E	C	A	E	A	J	S	W
D	S	N	I	W	E	L	L	N	E	S	S	C	A	O
O	I	E	H	T	E	R	M	I	N	A	L	A	F	R
R	D	L	R	J	J	L	A	C	O	L	L	G	E	K
P	C	L	Q	U	H	Z	R	D	N	G	J	R	T	B
X	G	E	R	B	A	N	R	E	P	O	R	T	Y	N
U	Z	C	F	V	X	C	U	S	T	O	M	E	R	S
K	W	X	S	C	I	T	S	I	G	O	L	D	Z	R
M	H	E	S	P	X	Q	S	D	R	I	V	E	R	S
V	N	Q	E	R	B	G	R	O	U	P	W	R	R	P

WORDS TO FIND

- COMMUNITY
- CUSTOMERS
- DISPATCH
- DRIVERS
- ERBANREPORT
- ERBGROUP
- EXCELLENCE
- HIGHWAY
- LOCAL
- LOGISTICS
- MILESTONES
- PRODRIVE
- SAFETY
- TEAMWORK
- TERMINAL
- TRANSPORT
- WELLNESS

SUDOKU

	6	7	3	9	8	5	4	2
3	9	8		2			1	
4	5				7		8	9
7	1			3	9	4		5
	4	5	7		6			3
8			4	5	2	1	7	6
		4						8
9	8			4		7		1
6		1	9		3		5	4



COMPANY AWARDS

All of our accomplishments this past year are the result of our team's passion, teamwork, and willingness to go above and beyond. We're grateful for every member of our team whose dedication continues to drive our cool moves forward and makes achievements like these possible. We're proud to share the awards we earned this past season!



We're proud to be TCA Elite Fleet certified as a 2026 Best Place to Drive, recognizing our commitment to safety, driver satisfaction,

and a driver-first culture. Thank you to our team for making this recognition possible.



Lactalis Extra Mile Award

In December, we were recognized with the Extra Mile Award from Lactalis Canada, celebrating our team's commitment to service, safety, and doing what's right, even when it takes extra effort. This recognition reflects the dedication of our people, who consistently go above and beyond for our clients, communities, and each other.



Sanjay Wadhwa, Kevin Erb and Marty Otten with Lactalis Canada Team - Carrier Awards Ceremony

Women have helped build The Erb Group from the beginning and continue to drive our success today! We're proud to be named a Top Company for Women to Work in



Transportation 2025, recognizing our commitment to an inclusive, respectful workplace. Thank you to our team for making this achievement possible as we continue to champion diversity in our industry!



We are proud to have been recognized by Trucking HR as a Top Fleet Employer since 2014, which highlights our commitment to high HR standards and best practices. Our people are our greatest asset, and we strive to provide the best possible work experience. The Erb Group was among the first group of Canadian transportation companies to join the Top Fleet Employer program when it launched, reflecting our dedication to workplace excellence.



DRIVING SUCCESS

Make the most of your employee perks and programs!

At The Erb Group, we are committed to supporting your success and well-being every day. Read more about the latest tools, programs, and resources available to you.

▶ The Wellness Department

The Wellness Department is a dedicated resource that offers streamlined well-being support to all Erb employees and owner-operators across a wide range of health and wellness needs.

▶ Your Primary Contacts

Connie Bingeman

cbingeman@erbgroup.com | Ext. 2278

Workplace injuries, WCB claims, and Medical Leave
Erb's Employee Assistance Program (EAP)
Leave of Absence requests

Ashleigh Gilbert

agilbert@erbgroup.com | Ext. 2224

Benefits enrollment and inquiries
RRSP & TFSA savings programs

General Inquires

Wellness@erbgroup.com

Support for mental health and well-being

▶ Referral Bonus

Do you know someone who would be a great fit? Refer friends and family to join The Erb Group and help us continue building a team of talented, dedicated professionals. For more details, visit hrpolicies.erbgroup.com or reach out to recruiting@erbgroup.com.

▶ Employee perks

Make the most of your experience with us by taking advantage of the perks and programs available to you! For details on perks, visit hrpolicies.erbgroup.com.

▶ Dayforce

We've recently transitioned to a new Human Capital Management (HCM) system, Dayforce. Need help getting started or navigating the platform?

You can find step-by-step guides on Erb Connect under *Dayforce Resources*, including how to:

- Log in to Dayforce
- View your paystub (*earning statement*)
- Check your schedule
- Book time off
- Access your T4
- Explore internal job postings

For additional support, contact dayforce@erbgroup.com or **Ext. 2272**.

▶ HR Suggestion Box!

Your voice matters. We're here to listen! Share your experiences, perspectives, and suggestions for improving employee experience at The Erb Group. Email SuggestionBox@erbgroup.com with your feedback!

▶ Employee Choice Awards

Recognize the coworkers who make a difference and excel in everything they do! Submit a nomination for our Employee Choice Awards (ECA) and let your colleagues know their impact doesn't go unnoticed. Awards are distributed annually.

Award categories:

Team Player Award
Above & Beyond Award
Customer Service Award
Living by Our Values Award
Coaching Champion Award



Visit the *Additional Resources* tab on Erb Connect to submit a nomination today!

▶ Education & Scholarship Resources

Discover scholarships and continuing education programs available to employees and their families:

- OTA + Erb Service to Community Scholarship
- CFG National Scholarship
- TCA Scholarship Fund
- Samsara-Trucking HR Canada Student Scholarship

To learn more, reach out to marketing@erbgroup.com.

▶ GoodLife Fitness Discount

Through our Company Perks program, Erb employees can enjoy an exclusive discount at GoodLife Fitness locations across Canada, with \$0 enrollment and 30% off all membership types.

To access your discount and start your wellness journey, visit Company Perks at hrpolicies@erbgroup.com

▶ RRSP and TFSA Programs

Through our partnership with Wagnor Livock and Associates, The Erb Group provides eligible full-time employees with access to a company RRSP and TFSA plans. Participation is optional, and employees who contribute the minimum required amount can take full advantage of the program's benefits. Reach out to wellness@erbgroup.com or ErbSavings@wagnerliock.com.

- 24 New Hamburg**
- 26 Baden Terminal**
- 28 Montreal Terminal**
- 30 Toronto Terminal**
- 32 Thunder Bay Terminal**
- 33 Ottawa Terminal**
- 34 Trenton Terminal**
- 36 North Bay Terminal**
- 38 Winnipeg Terminal**

TERMINAL UPDATES





Erb

305179

Erb

NEW HAMBURG
ONTARIO

FIRE EXTINGUISHER INSIDE

ONTARIO
BX-42430

HIGH
TRAIL
13
4.18

4
4
5

NEW HAMBURG — HEAD OFFICE

Greetings from New Hamburg to all of Erbland

What a wild ride Mother Nature threw at the trucking industry this past year. We made it through thanks to everyone's perseverance and commitment. Thank you to everyone for your hard work and dedication!

New Hamburg buzzed with activity throughout the late summer, fall and winter.

Over the summer, the Toronto Blue Jays kept New Hamburg hopping with anticipation. We celebrated their wins and lamented their losses. Maybe next year will be the year. Go Jays Go!

We hosted our Annual Firebirds Employee Game Night, sponsoring the local hockey team and bringing our local Erb teams together for a night of fun. We also celebrated our fourth year as a presenting sponsor of the Stratford 5K, where some of our team members ran and volunteered at the water table for runners!

Halloween arrived in a flash, and our team's festive spirit carried seamlessly into our winter holiday celebrations. The Holiday Decorating Contest flew to new heights in all departments. It was a winter wonderland as you walked around the terminal. This year, the Document Control Team won! Our Christmas potluck added even more holiday cheer. The food was delicious, and fellowship was enjoyed by everyone.

Amanda Longo - New Hamburg sunset



Driver Settlements Team - Festive Sweater Day



Payroll - Holiday Potluck





TERMINAL UPDATES

Alexandra Ureche and Tracy Chambers with Baby Luca



Additionally, our team has come together to mark many memorable milestones and life events together. Mercy Esmin and Donna Dettweiler both celebrated their milestone 65th birthdays. We were happy to celebrate with them as they reached this achievement. Congratulations!

We also extend our heartfelt congratulations to our Communications and Marketing Manager, Alexandra Ureche, and her spouse, Vlad, on the arrival of their first child. Their beautiful son, Luca, was born on August 21, 2025.

We are looking forward to the warmer days of spring and summer ahead. Stay safe!

— Carol Roth
Document Control Supervisor



Document Control Team - Holiday Workspace Decoration Contest Winners



New Hamburg Firebirds Hockey Game

BADEN TERMINAL



Baden Shop Team - Festive Sweater Day



Jordan Schultz - 10 year milestone recognition

As we continue to plow our way through a snowy winter, I'm amazed by the resilience of our workforce. This winter has brought many challenges to our operations here in Baden. From daily snow removal to constant road closures in our service area, we have persevered and continued to provide outstanding service to our clients.

Thanks to Scott McKay, Kevin (Pippy) Shantz and Leigh Swartzentruber for keeping our yard safe and clear of snow. Hopefully, we don't get any more, as we have no room left to get rid of it! Thanks for coming in early and staying late to keep things clean. A special thank you to all our dedicated drivers, who have continued to deliver superior service to our clients despite extreme weather conditions. We are grateful for your commitment. Thank you for being the backbone of our operations. To our employees who have battled less-than-ideal conditions,

you continue to show up and do a fantastic job. Days like these remind us: trucking isn't easy, but with a good team, experience, and patience, we get it done! Here's to hoping Wiarthon Willie's prediction is right, and we get an early spring.

In Baden, we have celebrated some incredible milestones and successes this past season. In January, we were able to celebrate something I have never seen before: Roger Zehr hit a 50-year milestone at Erb! Yes, you read that right: **50 years**. What an incredible achievement and tremendous dedication to Erb. In December, we honoured three



Jamie P. Brown - Halloween costume as Erban Cowboy

long-time employees: Fred Bender, Kevin Becker, and Terry Woody, who retired after many years of dedicated service. Thank you for laying the foundation for our success. Congratulations to all!

As we move forward through 2026, we look forward to Erb Excellence Night, where we come together as a team to celebrate our hard work and achievements over the past year. I hope to see many of you at this year's event.

Here's to an early spring and embracing whatever challenges come our way. Stay cool!

— **Mike Torchia**
Terminal Manager



Roger Nafziger - 45 year milestone recognition



MONTREAL TERMINAL

Raymond Pitre retirement



The industry, much like the weather, is constantly in flux. Whether influenced by political factors, shifting demand, or broader economic trends, this constant motion is something we've learned to embrace.

Over the past few months, we've experienced important transitions within our team that mark both meaningful milestones and new opportunities for growth. Claudine Dumais recently joined as Account Manager, working alongside Ryan Morin to support customer accounts in MTL, QC, and parts of Ottawa.

Lizz Lebrun is our newest Afternoon Lead Hand on the dock. Michael Lacoursiere was promoted to Customer Service Team Lead. TracyAnn Hannah is now serving as Operations Float, supporting OSD, appointments, and check-ins, and Yves Clermont was promoted to Dock Supervisor. We're lucky to have such a great crew in Montreal as we head into the new year. Their energy and teamwork make all the difference.

In addition, Raymond Pitre has retired after many years of dedicated leadership. Ray's guidance, expertise, and steady presence helped shape our operations. He set a strong foundation for the future. We are deeply grateful for his lasting contributions and wish him a very well-deserved and fulfilling retirement.

Montreal Team on Halloween



Valerie Tittley, our valued Customer Service Supervisor, moved on to an exciting new opportunity. Valerie's passion, mentorship, and unwavering support made a lasting impact on both her team and our organization. We thank her for everything she brought to Erb and wish her continued success in her next chapter! While farewells are never easy, these moments of change strengthen our organization. They also position us well for what's ahead as we continue to grow and serve our clients and communities.

This season, the Montreal terminal deepened its community involvement through our partnership with the DDC Centre. Team members volunteered at the facility each month. We also continued our tradition of hosting a holiday food and toy drive in support of the DDC Centre.

Lastly, there is truly never a dull moment at our Montreal Terminal, and October brought a story that had everyone smiling. Tracy Hannah stepped out to her car during lunch and noticed something moving behind her front grille. On closer inspection, surprise, it was a chicken!

She quickly called in reinforcements: Remi Laheurte and Amanda Gillespie. With a mix of care, creativity, and teamwork, the trio managed to safely extract the feathered stowaway from its hiding spot.



TERMINAL UPDATES

Remi then took charge of transporting the chicken to a nearby farm, where it can now enjoy a far more peaceful and less automotive lifestyle.

But the story did not end there.

Tracy recalled earlier that week, while driving past a farm, she saw a flurry of feathers in front of and possibly behind her car. She pulled over but found no sign of an injured animal.

A few days later, she mentioned to her husband that her brakes were making a strange noise. He took the car to a mechanic friend over the weekend, who thoroughly cleaned and inspected the brakes, yet somehow no one noticed the chicken hitching a ride.

Reflecting on the experience, Tracy joked that “We Bring Food to Your Family’s Table” took on a whole new meaning that week.

Thanks to Tracy, Remi, and Amanda for the teamwork, compassion, and good humour that turned a bizarre moment into a great story and a memorable moment for the Montreal Terminal.

— **Michael Lacoursiere**
Customer Service Team Lead



Sheri Tibbit at Dorion Dream Centre - Holiday Food Distribution

Montreal Team -
Holiday Food Drive



Valerie Tittley's
farewell



Amanda
Gillespie, Remi
Laheurte and
Tracy Hannah



TORONTO TERMINAL

Hello from the Mississauga and Cardiff Terminals

The summer of 2025 marked the Toronto Blue Jays' return to the MLB World Series for the first time in 32 years! The Jays clinched the top seed in the American League and won the American League East for the first time since 2015. The 2025 World Series is considered one of the greatest of all time, with multiple records either matched or broken. Fan favourite, Addison Barger, hit the first pinch-hit grand slam in World Series history. All this excitement created a major economic and social impact across Toronto. Bars, restaurants, and hotels were packed with fans flooding into downtown for weeks.

The Toronto terminal was greatly affected by the excitement of this event. There was a constant buzz among employees reflecting on the previous night's game, predicting the next outcome, or staying up late to watch the second-longest game, which stretched to 18 innings. Drivers faced heavy traffic and road closures as they navigated the addition of thousands of pedestrians in the downtown core.

At the peak of the season, Erb completed a rush delivery of Kraft Mac & Cheese to the Rogers Centre; a truly *grate* way to support the Blue Jays during their playoff run. We were proud to play a role in the excitement!

We're looking forward to more exciting opportunities to serve the Toronto area and beyond in 2026!

Like other terminals, our volumes fluctuated throughout the last six months of the year. We're looking forward to a significant increase in activity starting in mid-February or early March with the onboarding of a new project at Cardiff!



Paula Caines,
Orlando O'Hare and
Michael Almenar



Tim Huang - 1 year
milestone recognition



Over the last season, we've celebrated many milestones within our team! While all milestones are significant, there are a few I'd like to call out. First, Cliff Spencer celebrated 30 years with Erb. Mike Karl celebrated a 40-year milestone and retired in December, and lastly, Ray MacNeil retired after 34 years! We also had another milestone worthy of a special mention: Alvaro M., who's been on an incredible wellness journey and has officially lost 100 lbs. Way to go, Alvaro!

— Tom Hill & Liz Davies
Terminal Manager & Dispatch Supervisor

Ella Rashleigh - Take Our Kids to Work Day



Alvaro Millian

Cliff Spencer's 30 year milestone and Mike Karl's retirement



THUNDER BAY TERMINAL

Life at the Thunder Bay Terminal

Just far enough from Lake Superior to catch its scent on crisp mornings, the Thunder Bay Terminal wakes before sunrise. Yard lights stretch long yellow shadows across frost-tipped trailers as drivers arrive, boots crunching, coffee steaming alongside idling trucks. Some roll in from Winnipeg or Dryden; others gear up for runs east or south. Inside dispatch, radios crackle, keyboards click, and the whiteboard fills with notes: load numbers, departure times, and weather warnings.

Winter rules everything here. Snow doesn't stop the work; it makes it deliberate. Shunters move carefully, checking ice on trailer legs. Mechanics fight numb fingers to keep equipment safe and road-ready. When storms sweep off the lake, the terminal becomes a hub of decisions: which loads move, which wait, which drivers know the roads well enough to face whiteout conditions. Experience matters, and it shows in our team's quiet confidence.

By midday, the yard transforms; departed trailers replaced by fresh arrivals, forklifts humming at the docks; paperwork stacked neatly. Conversations stay short but familiar: road conditions, family, last night's hockey game.



Northern Lights in Thunder Bay

As evening falls, headlights return like fireflies across the lot. Engines tick as they cool, and another cycle closes. Freight moves. Schedules hold. Thunder Bay remains a vital link between east and west.

When the last light clicks off, the terminal stands ready, waiting for the next shift, the next storm, the next long-haul across Northern Ontario. Because here, the work never really stops. It just pauses long enough to catch its breath.

— **Drazan Surkic**

Terminal Manager



Steve Pethick - Farewell party

OTTAWA TERMINAL



TERMINAL UPDATES

G'day from Ottawa!

We hope everyone enjoyed a great Christmas and had some well-earned time with family and friends. With the New Year upon us, we're looking ahead to busier days and new opportunities across the network!

Once again, our Ottawa team reached some impressive milestones that reflect a strong commitment to the company. Todd Marshall and Jeff Smith each celebrated 35 years of service; Steve Allen marked 20 years; Tim Jennings reached 15 years; and Jamie Delahunt recently completed 5 years of service. These milestones are a testament to the dedication and experience within our terminal.

We also said farewell to Pierre Zili, who retired on October 1st. Pete was a familiar face around Ottawa for 39 years, and it's safe to say his presence is missed. We wish him all the best in a very well-deserved retirement.

Looking ahead, planning for this year's Erb Excellence Night is well underway. We're hoping for a great turnout once again. The event will be held at the same location as last year, making it easy to find.

Wishing everyone a safe and warm remainder of winter, and we look forward to checking in again this summer.

Until next time,

— **Marc Lamarche**
Terminal Manager



Jamie Delahunt - 5 year milestone recognition with Shawn Coville



Jeff Smith - 35 year milestone recognition with Marc Lamarche and Shawn Coville



Steve Allen - 20 year milestone recognition with Shawn Coville



Tim Jennings - 15 year milestone recognition with Marc Lamarche



Todd Marshall - 35 year milestone recognition with Wendel Erb and Darryn Nafziger

TRENTON TERMINAL

The Trenton Terminal had a very busy second half of the year! As we finished off the month of August, we were happy to welcome Wendell and Wayne back for our Annual Employee Appreciation BBQ. As always, everyone enjoyed the visit, the great food, and the time spent together. Work has remained busy, especially with one of our main clients, Lactalis, as they continue to adapt to the new DC opening in Oshawa, and we work to keep up with the increasing volume of loads going in and out of the facility. This business has helped to provide us with a steady flow of work for our local drivers during the last half of the year. In fact, work has been very busy right up to Christmas!

From a community involvement perspective, we have received steady requests from our community for in-kind support of a straight truck to support their activities. We had the opportunity to support the Quinte West Soccer Club twice at the end of August, as they hosted two Ontario-based soccer tournaments here in Trenton. In addition, we sponsored the Ontario Cheese festival in Picton by providing a reefer trailer to store and maintain the temperature of their cheeses. We even hosted our own BBQ at the end of September to celebrate Driver Appreciation Week and brought unique antique equipment from Baden for the event. Then, to top off our year, Darryl Lumley drove a tractor for the Bellville Santa Claus parade, pulling the Lactalis float. A great time was had by all!

Our final event of the year focused on supporting those in need through our Annual Holiday Food and Jacket Drive. Led by Sherrill Lamoureux, we raised funds and collected clothing and food for local charities. Thank you to Sherrill and everyone who helped make the holiday season brighter for others.



Todd Holmes - 15 year milestone recognition with Tim Dustin



Antique truck at Trenton



Daryl Lumley - pulling Lactalis float at Bellville Christmas Parade

Daryl Lumley and granddaughter



As some of you might be aware, Vernon was a strong supporter of Transport for Christ. This organization provides emotional support to families in the transportation industry, and we have invited a Chaplain to attend the Terminal twice a month on Tuesday evenings to be available to chat with staff as they wish. In fact, there is a hotline “Drivers Matter” that supports those who are alone, whether a driver on the road or their family members, while their spouse is away.

Throughout the year, we also took time to recognize several significant farewells. Sadly, Mike Maclean, a long-standing dock worker who witnessed this terminal's growth and development, passed away in the latter part of the year. His presence and dedication will be greatly missed. On a brighter note, we celebrated the 25th anniversary and retirement of Terry Bowness in November. Although she will be missed, we wish her all the best in this new chapter of her life.

— **Sheldon Wheeler**
Terminal Manager



Employee Appreciation BBQ

NORTH BAY TERMINAL

Greetings Erbland!

Here we are entering into a New Year. Our Summer BBQ was a great success as usual, and we had the pleasure of having Wendell Erb, Wayne Baechler, Greg Tuckwell, and Frank Heon join us for the gathering!

The past few months have been exceptionally busy at the North Bay Terminal. From covering summer vacations to managing the demands of the winter season, our managers have truly stepped up and gone above and beyond.

Randy Cameron, Terminal Manager, Rob Quinn, Maintenance Coordinator, and Marc Lafleur, Operations Manager, all pulled together to get our freight delivered!

Like all terminals, we have faced our own share of hurdles over the past season, particularly with road construction and sidewalk projects taking place around North Bay over the summer. This did cause a few challenges, but in the end, we handled the situation with professionalism and teamwork!

The winter season is upon us with a vengeance, causing many delays, layovers, and shutdowns. We are hoping for a bit of a winter reprieve going forward, with Mother Nature's help.

In North Bay, our employees continue to pull together to get the job done. Marc Lafleur stepped up on the dock during a major spill, taking charge of the cleanup and ensuring we got everything back on track quickly. His prompt action and dedication minimized downtime and helped us return to business as usual.

Additionally, our day shift dock worker, Dan O'Beirn, has been diligently sorting and organizing the warehouse, ensuring our orders and deliveries run smoothly.

In the shop, our dedicated mechanic, Neil Losier, has been busy on the shop floor, expertly repairing our tractors and helping to keep our fleet in top condition.

We are all looking forward to Erb Excellence Night in March to get together, have some laughs, and enjoy great food! For the North Bay team, this event is a valuable opportunity to unwind and recharge as we prepare for the year ahead and any new opportunities or changes that come our way. In the trucking industry, change is a constant, and no two days are ever the same, making these moments of connection even more important.

Don Carvell - 15 year milestone recognition with Randy Cameron



Jacques Michauville - 20 year milestone recognition with Randy Cameron





TERMINAL UPDATES

We've recently made some operational updates, including relocating our Sault Ste. Marie Terminal to its new address at 938 McNabb Street.

We're excited to have welcomed several new team members in 2025. In the Soo, we're pleased to introduce Darrel Eaton as our newest driver.

In North Bay, we're delighted to have Rob Long join us as a regional driver, and we're excited to welcome back Mike Maschke to the terminal. Additionally, Dean Clark has joined our North Bay team as our new yard maintenance member. Welcome aboard to all!

In closing, we would like to express our appreciation and thanks to our terminal drivers. They have pulled together over the past few very busy months to get the job done. Thank you!

— **Laurie Bissonette**
North Bay Dispatch

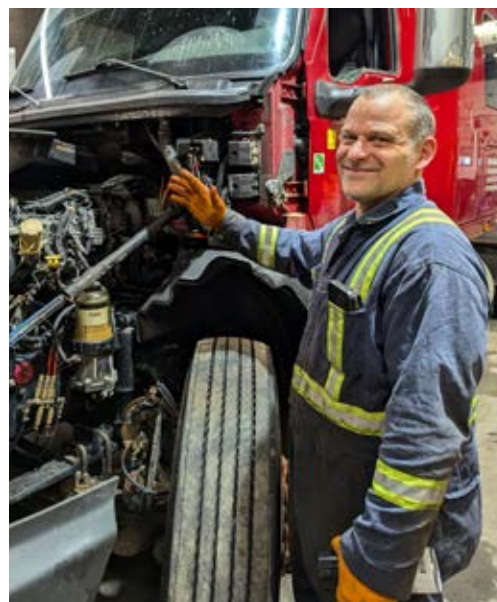
Guy Michauville - 1 year milestone recognition with Marc Lafleur



Rob Quinn and Randy Cameron - out on deliveries



Dan O'Beirn - working the dock



Neil Losier - working in the shop

WINNIPEG TERMINAL

Winnipeg Yard - Gurpreet Aulakh



Hello from Winnipeg!

Just like that, Winnipeg went from hot to cold in just a matter of weeks, bringing on a new set of challenges with the freezing rain we got and the winter blizzard that happened right before the holidays.

Over the last half of 2025, we have been working hard to adapt to changing conditions and keep operations running smoothly at our Winnipeg location.

I would like to give a shout-out to Darryl Kushniryk for his countless hours on our loader, keeping the yard clear and safe for our drivers and team to access, park, and move equipment efficiently.



Duanne Allen
- Halloween
Costume Contest
Winner

Also, to Charles Langelier and Tyler Bagnall for all the time they have had to spend in the cold keeping the reefers and power units running. The northern windchill can be quite unpleasant at times! Thanks to our team's dedication, our cool moves continue to roll without a hitch.

Winnipeg was busy in late summer and fall with a few special projects that took us into Northern Manitoba. Drivers made deliveries in Thompson, Nelson House, and also to Moose Lake!

Our Warehouse Loader, Duane Allan, got into the Erb Halloween Spirit this season and won the Halloween costume contest. As a result, the team in Winnipeg enjoyed a yummy pizza lunch!

On January 5th, our team also welcomed Candy Symchyshyn to the office as our Operations Admin. She has a great laugh, and we all look forward to working with her.

2025 went by in a blur; before we knew it, it was the end of the year, and 2026 is here! As we turn the page, our team is energized and ready to propel into the new year, driving forward new projects, embracing fresh challenges, and building on our successes together. Until next time, stay safe!

— **Karen Moloney**
Terminal Manager

GOOD CHEER CLUB



The Good Cheer Club is a voluntary program open to all enrolled employees, established to share good cheer during significant life events, such as marriages, births, or support during times of illness and loss.

JOIN US IN CELEBRATING THE NEWEST LITTLE ARRIVALS IN OUR ERB COMMUNITY.

Toronto

Harshdeep Singh and spouse,
Surbhi Singh – Welcome, Amour,
born on May 31, 2025.

New Hamburg

Alexandra Ureche and spouse,
Vlad Ureche – Welcome, Luca,
born on August 21, 2025.

Trenton

John Van Der Ven and spouse,
Brigitta Van Der Ven – Welcome,
James, born on August 27, 2025.

Sandhills

Edwin Lopez and spouse, Liliana
Castro – Welcome, Kaeli, born on
October 10, 2025.

Baden

Free Toda and spouse Beth
Toda – Welcome, Micah, born on
December 31, 2025.



Luca, son of Alexandra Urche - Born August 21, 2025.

Norman, first grandchild of Randy Steckly
- Born February 6, 2026

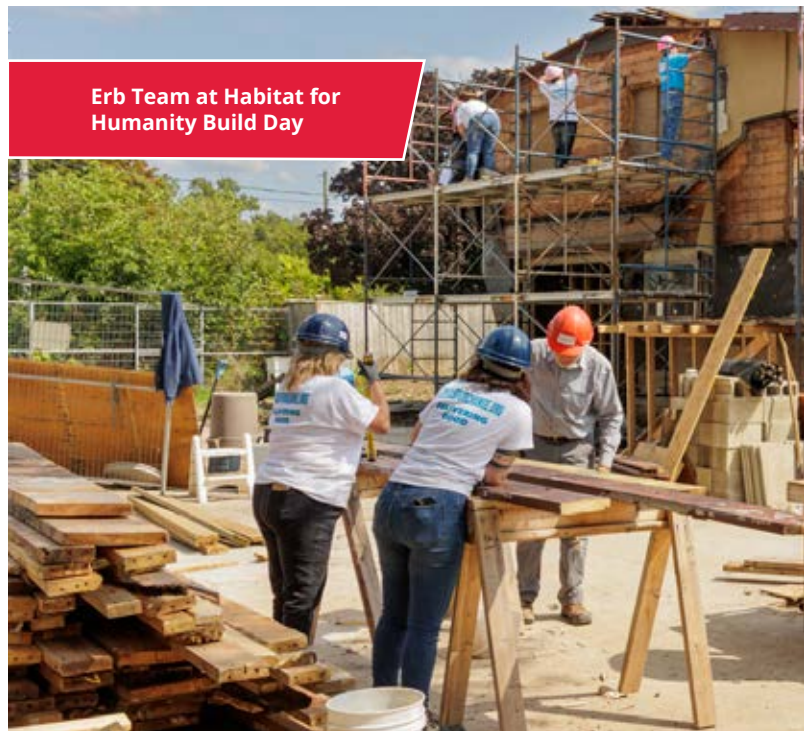


Interested in joining?

Visit the employee homepage on Dayforce and scroll down to the “Show Recognition” section to join the club or submit a good cheer event!

EVENTS & SPECIAL DAYS

At The Erb Group, we host and participate in various events and themed days to recognize important initiatives and create more opportunities to have fun together throughout the year! Amidst the daily grind, we love celebrating special days! From industry events to company initiatives, it's a chance to showcase our team's cool moves, highlight departments, and share our personalities and team spirit.





Sales Team with Jack Link's Sasquatch at the GIC Show



Candi Redi on Festive Sweater Day



Head Office Team for the Blue Jays World Series

Is your terminal up to something fun?

Send your photos to marketing@erbgroupp.com for a chance to be featured on Erb Connect, social media and future editions of the Erban Report!

EMPLOYEE RETIREMENTS

Over the past year, we've said farewell to several dedicated team members as they begin their well-earned retirements. On behalf of us all at The Erb Group, thank you for your years of commitment, hard work, and the lasting impact. Your contributions have helped move our company forward, and we wish you all the best in this next chapter.



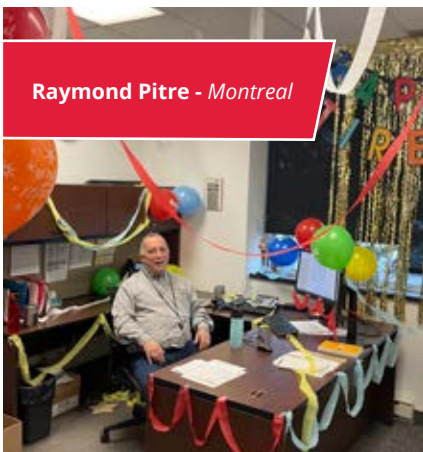
Bruce Jantzi - *Baden*



Kevin Becker - *Baden*



Mike Karl - *Toronto*



Raymond Pitre - *Montreal*



Brian Roberts - *Toronto*



Pierre Zili - Ottawa



Terry Woody - Baden



Bob Wade - Elverson



Rick Roes - Baden



Paul Wilson - Baden



Terry Bowness - Trenton



BBQs

Our Annual Employee Appreciation Barbecues are a highlight of the year, giving our team a chance to relax while executives take over the grill! These BBQs are a cherished tradition across our terminals and a fun way to celebrate the dedication of our hardworking team. We're proud to give back and show appreciation to the employees who help bring food to families across North America.

A big thank you to our team, volunteers, organizers, and contributors who make these BBQs possible year after year, you're all supErb! We're looking forward to celebrating together this summer.



GOLF TOURNAMENT

The Erb Group celebrated its 32nd Annual Charity Golf Tournament this September, underscoring its ongoing commitment to the community and support for local causes. This year's event raised over \$20,000, pushing total contributions since 1994 to more than \$600,000 and strengthening the tournament's reputation as a catalyst for positive change in the region. The funds raised directly benefit three local non-profit organizations that deliver vital services, such as food security, mental health support, and community-building initiatives for families in the Wilmot and Wellesley areas.



Scan to read more!





TRUCK 381:

A classic that keeps delivering

Briona Lahti - Public Relations Specialist

Every fleet has its legends, and for The Erb Group, one truck holds a particularly special place: Truck 381. This 1981 International TranStar tractor isn't just a machine; it's a living piece of the company's history. As the last glider kit assembled by Erb, Truck 381 represents the ingenuity, craftsmanship, and dedication that built The Erb Group's fleet into what it is today.

Originally purchased by founder Vernon Erb and assembled in the company's shop in New Hamburg, now the Head Office, the truck became a key asset as demand for refrigerated trucking grew. It hauled temperature-controlled goods across the US and eventually became a favourite at truck shows and employee events decades later.

The history of 381

Truck 381's story goes all the way back to the late 1960s, when International first introduced the Transtar series in 1968. In 1974, the model was upgraded and became the Transtar II, a truck that quickly became a familiar sight on the road and a staple for many fleets at the time.

Alongside the mass-produced Transtar cabovers, International also offered glider kits. These kits included the cab, front axle, fuel tanks, and other key components, but left out the engine, transmission, rear axles, and rear suspension. For many fleets, it was a smart and resourceful way to "build" a new truck using trusted components already on hand, often salvaged from a wreck or existing equipment. It was a practical solution, but also a creative one. It gave good parts a second life and kept trucks like 381 working for years longer than expected.

Since this was Erb's last Transtar II in the fleet, it was made a little extra distinctive. "This one is kind of special since it was the last one," said Kevin Becker, former Baden Shop Manager. "It was built up to be our flagship truck at the time, with aluminum wheels all the way around and a deluxe interior." Those features helped make Truck 381 a true standout in the fleet. In 1986, it made history as the first Erb truck to travel to California, hauling a load of vegetables with driver Harry Roode behind the wheel.

Team members like Becker, who began as a high school co-op student and later became both a mechanic and driver, spent time on the road in this truck during the 1980s. Custom "winter fronts" were built to insulate the front of the cab, helping keep drafts out in colder weather. When something went wrong on the road, drivers had to rely on their own mechanical skills, pulling over to fix flat tires or troubleshoot problems along the way. The suspension was rough, and the rides were bumpy, but those challenges only added to Truck 381's character and to the pride of those who drove it.





Bringing history back to life

After decades of service, Truck 381 was retired to Erb's Antique Museum, part of a collection of roughly 25 historic trucks. It had been sitting quietly since 2002, when it was last registered, waiting for the day it would roll again. The spark for its revival came in the summer of 2023 when Wendell and his brother Daryl returned from a Ritchie Brothers Auction in Maryland with two trailers.

"We need a proper tractor to pull these trailers," Wendell said. Truck 381, resting in the back of the museum, seemed like the perfect candidate.

Wendell recalls telling Darryl to "Fire that thing up, and take it over to the shop." That moment brought the truck back into the hands of experienced mechanics. John Ward, a night-shift mechanic with 40 years at Erb, took the lead, and the whole shop seemed to come alive.

"When this truck came in, everyone dropped what they were doing," Wendell said. "It was like everyone wanted to work on the old truck."

The restoration of Truck 381 began in the fall of 2023, with the goal of having it ready for the Clifford Truck Show in June 2024. The team worked tirelessly to bring it back to life.

The mechanical portion of the restoration proved to be one of the biggest challenges, as nearly everything had seized or rusted out over time. Truck 381 spent months at Erb's Baden Shop facility, where it received extensive mechanical updates to get it back in running order. A significant amount of time was also spent sourcing and fabricating older parts to make the restoration possible.

Once the mechanical work was complete, the truck was handed over to the Body Shop. Mark Binkley and Rob Kelly stripped the body down and began the preparation process for paint. In the end, the final paint job turned out better than it did when the truck first left the factory.

Wendell remembers one late night: "It was 9 p.m. on a Thursday, and the shop was helping me fix a headlight just to make the show the next morning. Those car shows really do have real deadlines, no fake drama!" 381 may still ride like the classic it is, but the restoration made it look better than ever, and it brings back memories every time it hits the road.

From the garage to the spotlight

With the restoration complete, Truck 381 returned to the road in summer 2024, and it didn't waste any time getting back into the spotlight. Throughout the season, it toured local terminals and rolled into major truck shows, bringing a piece of The Erb Group's heritage to life along the way. More than just a restored classic, Truck 381 is a rolling reminder of where we started, and the pride we carry as we keep moving forward.

Highlights included:

Tackaberry Truck Show / Athens Truck Show

Clifford Truck Show

Paris Special Olympics Truck Ride

2024/25 Erb BBQ Tour to our Eastern and Southern Ontario terminals.

At each stop, employees and trucking enthusiasts could climb into the cab, take photos, and hear stories from those who had driven or restored it. Truck 381 went from sitting quietly in a museum back to center stage, connecting current team members with the company's history and showing the pride and dedication that have gone into the fleet for decades.

Did you know?

- ▶ From 2002 to 2023, it lived in Vernon Erb's antique museum.
- ▶ In 1986, it became the first Erb truck to cross the country to California.
- ▶ Back then, drivers battled cold cabs, bumpy rides, and winter weather, with custom-made "winter fronts" to help block drafts.
- ▶ One of our stainless-steel trailers originally hauled potatoes to Campbell's Soup in Camden, New Jersey.
- ▶ These trailers were built for bulk loads like potatoes; loaded in by auger and dumped out by tilting the whole truck and trailer.
- ▶ Truck 381 is estimated to have logged over 3 million kilometres.

Truck 381 has brought a lot of people together this year, from terminals to truck shows. Do you have a photo, memory, or story connected to Truck 381? Share it with marketing@erbgroup.com so we can highlight it and keep the legacy rolling!



DRIVER SAFETY RECOGNITION

We are proud to recognize the individuals listed below for their supErb driving skills and contributions to safety at The Erb Group and across the trucking industry in 2025. Congratulations and thank you for your dedication to safe driving!

Safe Driver Awards

In partnership with the Infrastructure Health and Safety Association, we help celebrate and acknowledge drivers who consistently prioritize safety on every journey through the Safe Driver Program. This initiative highlights the importance of responsible driving and rewards professionals who maintain accident-free records and demonstrate exemplary safety practices with a Safe Driver pin and card.

5 years

Selim Budak – *Baden*
Krzysztof Janeczko – *Baden*
Edwin Lopez – *Baden*
Dean Selwyn – *Baden*
Stanley Wild – *Toronto*
James Cosgrove – *Toronto*
Gurvinder Deol – *Toronto*
Ali Jalal-Zadeh – *Toronto*
Bogdan Mazur – *Toronto*
Christopher Nwogu – *North Bay*
Shayne Patterson – *Ottawa*
Jeffrey Roy – *Montreal*
William Wallis – *Montreal*
Rejean Beauchemin – *Montreal*
Satvir Brar – *Montreal*
Dariusz Cieszkowski – *Montreal*
Sudeep Dhillon – *Trenton*
Jordon Hall – *Winnipeg*
Michael Brusovanski – *Winnipeg*
Richard Golebiowski – *Winnipeg*

10 years

Edward Pike – *Baden*
Victor Sandeschi – *Baden*
Jordan Schultz – *Baden*
Luis Cordeiro – *Toronto*
Robert Kowalczyk – *Toronto*
Robert Roper – *Toronto*
Amjad Siddiqui – *Toronto*
Scott Moxam – *North Bay*
Neil Williams – *Ottawa*
Aliaksandr Kandratou – *Montreal*
Darryl Lumley – *Trenton*
Geoff Roberts – *Trenton*
Dennis Hartog – *Winnipeg*

15 years

Leonard Kennedy – *Baden*
Carlos Mejia – *Toronto*
Cantius Penniston – *Toronto*
Rohit Sokhal – *Toronto*
Gaurav Wadhwa – *Toronto*
Michel (Mike) Cyr – *Ottawa*
Avtar Garcha (Singh) – *Montreal*
Jacques Rodrigue – *Montreal*
Norman Allchurch – *Trenton*
Mark Laird – *Trenton*
Paul Peterson – *Trenton*

20 years

Ronald Kerr – *Baden*
Peter Stride – *Baden*
John Retty – *Ottawa*
Thomas Bopp – *Trenton*

25 years

David Leroux – *Montreal*

30 years

Andrew Cleroux – *Ottawa*
Steven Crawley – *Ottawa*

40 years

Harold Geerlinks – *Baden*



Pawel Szczygiel

100 Percent Club

The 100 Percent Club includes drivers who have achieved perfect ProDrive scores in all four quarters of 2025. Safe driving measures are benchmarked against company and industry's best practice standards. Every year, we are proud to recognize so many of our drivers for their safe driving!

100 Percent Club Members 2025

Selim Budak - *Baden*
Sherri Gilbert - *Baden*
James Ginn - *Baden*
Carl Jantzi - *Baden*
Jeff Lambkin - *Baden*
Dale Moeser - *Baden*
Dragos Pretorian - *Baden*
Amandeep Singh - *Baden*
Julias Williams - *Baden*
Michael Yendruck - *Baden*
Gabriel Haddad - *Mississauga*
Grzegorz Kociecki - *Mississauga*
Dominik Mularz - *Mississauga*
Pawel Szczygiel - *Mississauga*
Gregory Gardner - *Mississauga*
Marc-olivie Nadeau - *Montreal*
Brij Bhushan - *Montreal*
Sudeep Dhillon - *Montreal*
Marcel Montgrain - *Montreal*
Nirmal Singh - *Montreal*
Christopher Bruno - *North Bay*
Dave Johnson - *Thunder Bay*
Darryl Ward - *Thunder Bay*
Kim Charbonneau - *Trenton*
Justin Lees - *Trenton*
Geordie Maynard - *Trenton*
David Friesen - *Winnipeg*
Scott Martin - *Winnipeg*

Driver of the Year Awards

Highway Driver of the Year - *Carl Jantzi*
Local Driver of the Year - *Kim Charbonneau*
Owner Operator of the Year - *Sudeep Dhillon*
Most Improved Highway Driver - *Glenn Skanes*
Most Improved Local Driver - *Leroy Johnson*
Highway Rookie Driver of the Year - *Alex Ha*
Local Rookie Driver of the Year - *Nicolas Tamayo Gomez*

Terminal of the Year Awards

Top Performing Terminal - *Trenton*
Top Performing Small Terminal - *Winnipeg*



Dominik Mularz

50 YEARS IN THE DRIVER'S SEAT



For 50 years, Roger Zehr has been a defining presence at The Erb Group. We recently had the chance to sit down with him to reflect on his extraordinary journey and the memories he has gathered along the way. Roger's commitment, enthusiasm, and positive spirit have shaped our team and culture in countless ways. Thank you, Roger, for 50 incredible years!

Do you remember your very first day at Erb? What was it like?

On my very first night working the dock, I was the new guy and became the target of some good-natured fun. While we were loading a truck, the crew asked me to go find a "van stretcher" so we could fit more on the truck. Not knowing any better, I went to the shop and asked Ron, the Shop Foreman at the time, for it. He just looked at me and said, "I think they're pulling your leg." When I got back, the team had a good laugh. It's a funny memory from my first night that I still look back on fondly.

What's one thing that's changed the most in trucking since you started?

Definitely, the biggest change has been the trucks themselves. When I started, trucks were basic and quite a bumpy ride; no air ride seats, no air suspension, not even radios or air conditioning. Now, they're much more comfortable and enjoyable to drive. The improvements have made a big difference!

Another thing I can think of that's changed over the years is that crossing the border is a lot easier now. It used to take hours with piles of paperwork, but today, everything's electronic, and you're through in minutes.

Approximately how many miles have you driven?

I've driven about 3 million miles in my career, with the most time spent on the New York City route over the last 30 years.



What's kept you driving with Erb all these years?

A few things have kept me driving at Erb for so many years, but mostly it's the people. Having a good group of drivers and coworkers around you made every day better. And if you were fortunate enough to meet the founders, Vernon and Viola, they were down-to-earth and made everyone feel appreciated, setting the tone for a warm team atmosphere that still exists today.

Another thing was just the nature of the work. I loved meeting new people, and no two days were the same, which kept things interesting and made every day enjoyable. You had your work, and as long as you did your work, things went well.

Do you have a favourite memory or moment from your time on the road or with the team?

One of my funniest memories was training a new driver in Chatham. Since there were only a few boxes to deliver at one of our stops, I told him I'd quickly run them in the front door while he circled the block. When I got out of the truck, he drove off before I could get the boxes out of the back. I chased after him down the street and got him to stop so I could get the boxes. We both had a good laugh about that one on the way home. But my fondest memory is driving one of the antique trucks in the truck convoy for Vernon; it was a special moment that honoured our founder and meant a lot to me.

What advice would you give to a new driver just starting at Erb?

My advice to new drivers is simple: stick with it and keep a good attitude. Erb is a great place to work; my 50 years here are proof. Don't let others' opinions cloud your own experience. A positive outlook makes all the difference.

What does celebrating 50 years mean to you?

Celebrating 50 years here is a huge accomplishment. I never expected to be here 50 years; it just happened because I loved the people and the work. I'm honoured to be the first full-time employee, outside the Erb family, to reach this milestone. It's been a great journey and a real team effort.

It feels a bit like running a relay race, each of us passing the baton, sharing what we know and pushing forward together. That sense of teamwork is what makes this place special.



Roger Zehr and Bob Litchy with Santa, 1980's

EMPLOYEE PROFILES



Drazan Surkic

Terminal Manager - Thunder Bay

Joined The Erb Group - February 2025

What does the phrase “We bring food to your family’s table” mean to you?

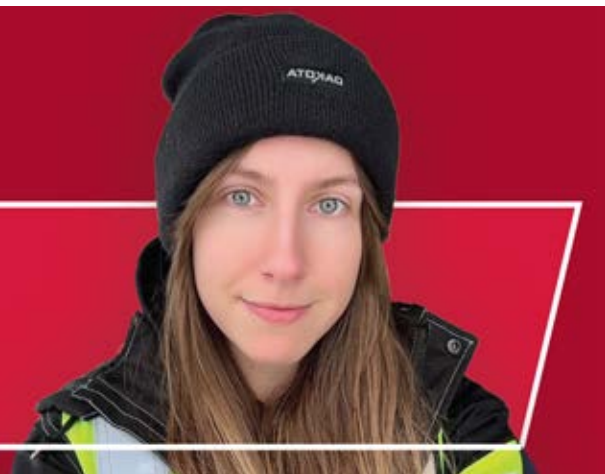
It evokes a sense of care, connection, and trust. It's not just about food; it's about nourishing your loved ones.

What did you want to be when you were growing up?

As a child, I dreamed of being a racecar driver. I was drawn to the thrill, precision, and focus it demanded.

How do you stay cool under pressure, literally and figuratively?

I slow things down and stick to routines: hydration, short resets, and not overheating situations by rushing. I focus on what needs action in the moment, not everything at once. Figuratively, I separate noise from signal. Pressure gets loud, but only a few things truly matter.



Elizabeth Lebrun

Dock Foreman - Montreal

Joined The Erb Group - October 2025

What is your favourite cold food or treat?

Rock Star energy drinks!

How do you stay cool under pressure, literally and figuratively?

Take a walk in the freezer.

If you could go on a long-haul drive with any person, past or present, who would you take?

Robin Williams.

What is your number one road trip theme song?

Bad Habits – Silverstein.



Kristen Ward - Mulligan

Graphic Design & Multimedia Coordinator -
New Hamburg

Joined The Erb Group - May 2022

What does the phrase “We bring food to your family’s table” mean to you?

To me, it means we are part of something bigger. Every role, every person, every mile, is part of something bigger than us. It gives me a sense of purpose that I haven’t found in other companies.

What did you want to be when you were growing up?

I wanted to be a Paleontologist or a Geologist. I loved dinosaurs and rocks. I still do. If I go to the beach, my head is down, looking for rocks and minerals instead of swimming or sunbathing.

If you could go on a long-haul drive with any person, past or present, who would you take?

I would take my papa with me. He is my biggest fan; he keeps every Erban Report I design, wears his Erb hat with pride everywhere he goes, and never misses an opportunity to tell people that his granddaughter works at Erb.



Joel Abraham

IT Support Technician IT Support Technician -
New Hamburg

Joined The Erb Group - May 2025

What does the phrase “We bring food to your family’s table” mean to you?

It represents the vital responsibility of maintaining a reliable supply chain that connects producers to the homes of our community.

How do you stay cool under pressure, literally and figuratively?

I break large projects into smaller, manageable tasks and maintain productivity by balancing multiple priorities throughout the day.

If you could go on a long-haul drive with any person, past or present, who would you take?

My Mom, she loves to travel

ERB ON THE GO

Stay connected on the go!

Are you on the road, in the office, on the dock, or in the shop? We want to see Erb in action!

Submit a photo for your chance to win!

Send your best *"On the Go"* photos to marketing@erbgroupp.com, whether it's a scenic route, a truck stop moment, or a behind-the-scenes shot of your day, for a chance to win a \$50 Erb Gear gift card each month!

What can I share?

- Erb Gear looks
- Team activities
- Fun projects or deliveries
- Community initiatives
- Work milestones
- Truck photos
- Cool new experiences and more!

Remember to include your name, terminal, and the photo's context with your submission!

** Upon submission, you consent to The Erb Group using any image(s) for marketing purposes.*





ERB ON THE GO





YOUR COOL MOVES



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